



**USA Staffing**<sup>®</sup>  
*Great Government Starts Here*<sup>®</sup>

# **USA Staffing Reporting & Analytics**

**Applicant Flow Data Workgroup Meeting**

December 11, 2017

# Agenda

- **Applicant Flow Data in the USA Staffing Upgrade**
- **Cognos Analytics Overview**
- **MD-715 Reporting Capabilities**
- MD-715 A7 Report (Legacy)
- MD-715 Detail Report (Legacy)
- MD-715 Detail Report with Grade (Legacy)



- Interim MD-715 A7 Report (Upgrade)

2

- **Other AFD Reports**
- **Open Q&A and Demo**

## **USA Staffing Upgrade AFD Status**

The technical team is in the process of completing the **redesign of Applicant Flow Data in the USA Staffing Upgrade**

### **Interim Upgrade AFD**

2017

A limited set of data based on the



## USA Staffing Upgrade for FY 2017 MD-715 reporting

- Basic vacancy attributes in a flat structure
- Data loaded up to the end of FY
- Includes all applications for USA Staffing Upgrade data, Vacancies where all certificates have optimized for trending and analysis been audited and the announcement

### Anticipated Winter/Spring 2018

is not Open

- Additional vacancy, announcement,

**Redesigned Upgrade** and application attributes in a starschema structure



# AFD

A complete redesign of AFD based

- Data loaded daily for all applications for vacancies where all certificates

**Available Now**

on

have been audited and the announcement is not Open

3  
3

4



# Interim Upgrade AFD



- AFD
  - Vacancy Staffing Organization
  - Vacancy Staffing Office
  - Vacancy Number
  - Announcement Number
  - Announcement Control Number
  - Announcement Close Date
  - Application Last Submitted Date
  - Qualified Indicator
  - Referred Indicator
  - Selected Indicator
  - Sex
  - Hispanic
  - Native
  - Asian
  - Black
  - Hawaiian
  - White
  - RNO Category
  - Disability Indicator
  - Disability Codes

- Customers
  - Vacancy Customer Name
- Grades
  - Grade
- Occupational Series
  - Series

# Interim Upgrade AFD Data Model

Data model that allows users to create custom reports

**USA Staffing Upgrade:** Team Content – USA Staffing Packages and F Data – Interim Upgrade

Data is available for all vacancies where all associated certificates have been audited and the announcement is not open

All application records in the vacancy will be present in the dataset



# Interim Upgrade AFD

USA Staffing® 📄 ✎ ↶ ↷ ▶ 🏠 Interim MD-7

Series: 0201

| Sex    | RNO Category                     | Total Applications | Qualified Applications | Referred Applications | Selected Applications |
|--------|----------------------------------|--------------------|------------------------|-----------------------|-----------------------|
| Female | American Indian or Alaska Native | 1                  | 1                      | 1                     | 0                     |
|        | Two or More Races                | 3                  | 3                      | 0                     | 0                     |
|        | American Indian or Alaska Native | 6                  | 6                      | 4                     | 2                     |
| Male   | Asian                            | 5                  | 5                      | 4                     | 1                     |
|        | Black or African American        | 3                  | 3                      | 3                     | 0                     |
|        | Hispanic or Latino               | 11                 | 11                     | 8                     | 4                     |
|        | Two or More Races                | 8                  | 8                      | 2                     | 0                     |
|        | White                            | 7                  | 6                      | 5                     | 1                     |
| NP     | Omitted                          | 303                | 252                    | 178                   | 92                    |



# Interim MD-715 A7 Report

A summary report that aggregates application counts by Sex and Race/Ethnicity and Occupational Series

**USA Staffing Upgrade:** Team Content – USA Staffing Packages and Folders – Applicant Flow Data – Interim Upgrade AFD – Interim MD-715 A7 Report

5  
5

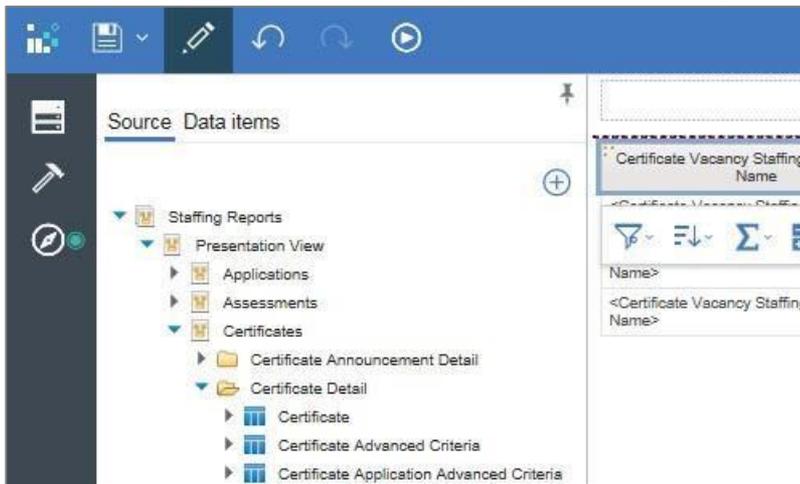
## Cognos Analytics





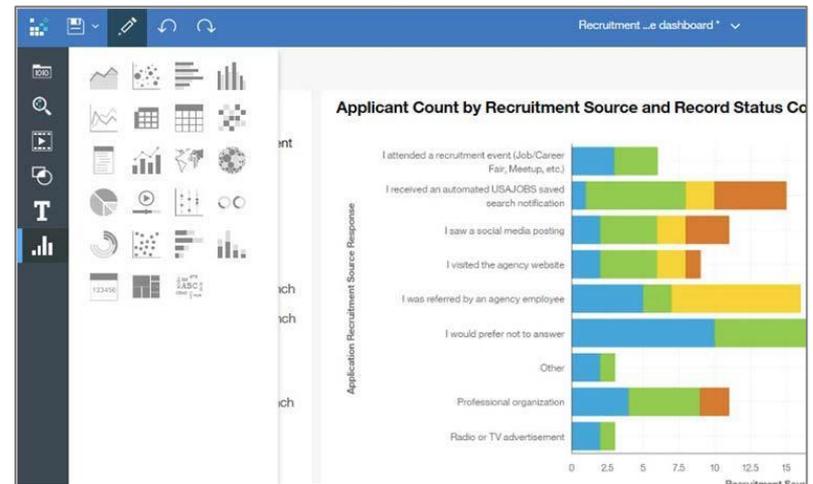
# Cognos Analytics

USA Staffing launched the new version of Cognos in October for both the Legacy and Upgrade version of USA Staffing



## Reports

(Formerly Report Studio)



## Dashboard

(New Feature)



Similar Report Authoring functionality to the The ability for Report Authors to easily **create** current version with **improvements to the visualizations and engaging dashboards**

**interface and usability**

**for HR users**

## Welcome Page

The Welcome Page offers users additional features to **navigate and search for reporting content**



## Search

Search for reports and models

## My Content

Formerly "My Folders"

## Team Content

Formerly "Public Folders"

## New

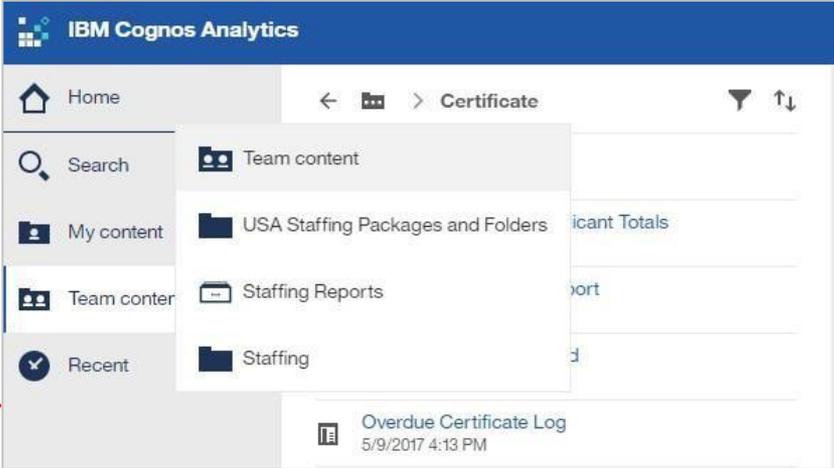
Report Authors can create new Reports, Dashboards, Stories, and Data Modules

The screenshot shows the IBM Cognos Analytics dashboard. On the left is a navigation menu with items: Home, Search, My content, Team content, Recent, Report, Dashboard, Story, Data module, Other, Upload files, and New. On the right, the main area displays a 'Welcome to IBM Cognos Analytics' message and a 'Recent' section containing report cards. A callout box labeled 'Recent' with the text 'View recently accessed reports' points to the 'Recent' menu item and the report cards. Red arrows connect the callout boxes on the left to their corresponding menu items in the navigation pane.

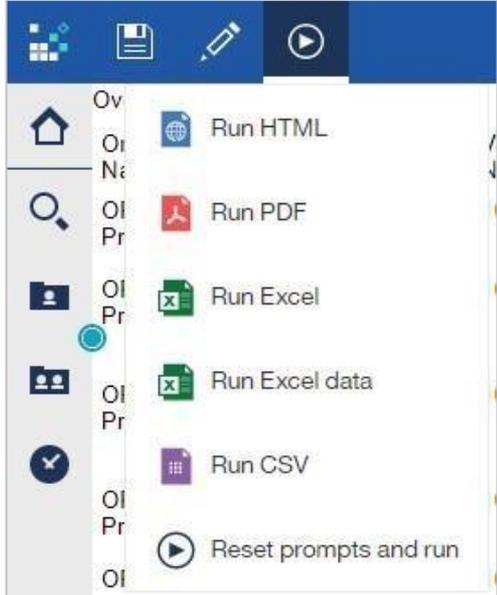
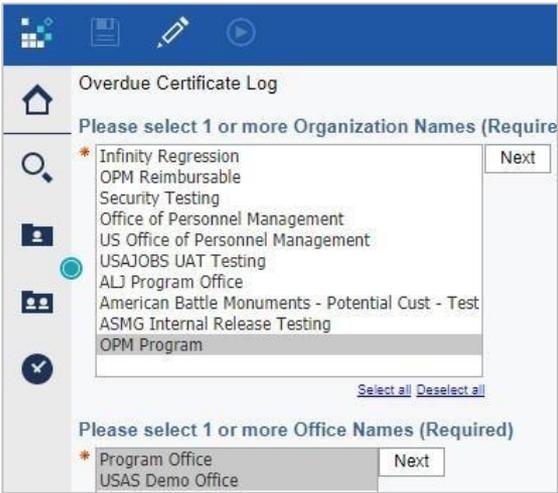
# Running a Report



**1. Locate Report**  
Navigate to the desired report through Team Content



**2. Run Report**  
Enter prompt values and run the report



**3. Export Report**  
Reports can be run and exported as HTML, PDF, Excel, or CSV



# Report Author Experience

Report Authors will experience **significant improvements in usability**  
**and a**

**new dashboard functionality**

- While the look and feel is different, the core functionality of the Report module (formerly known as Report Studio) has not changed
- The static toolbar in the current version has been replaced with an on-demand and object-specific toolbar



# Create a New Report

- The location and navigation of the data source, properties, explorer, toolbox, and other features has changed • The new Dashboard feature allows Report Authors to develop custom, interactive dashboards

## 2. Select a Template

Select a Blank template



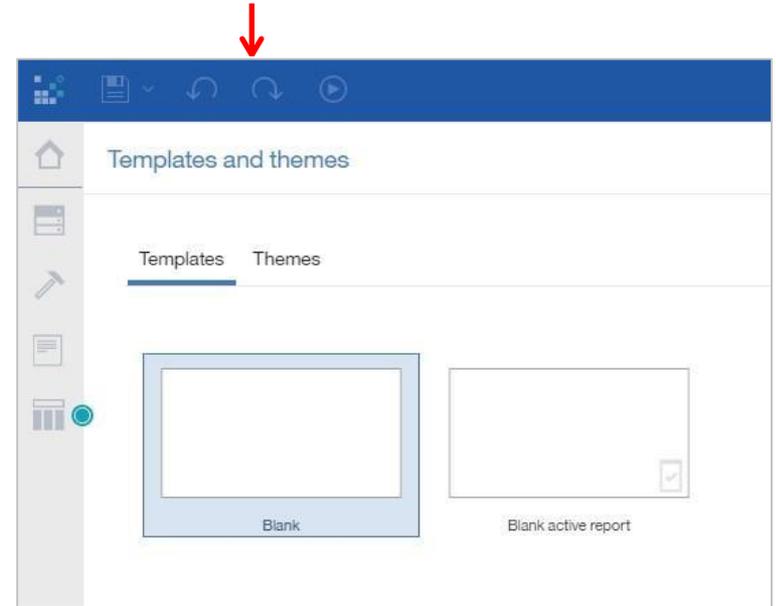
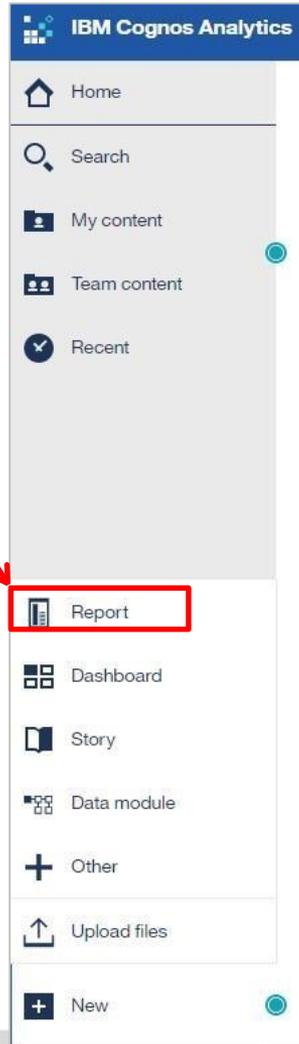
# Create a New Report



# Create a New Report

## 1. Create a new report

Create a new Report directly from the Welcome Page



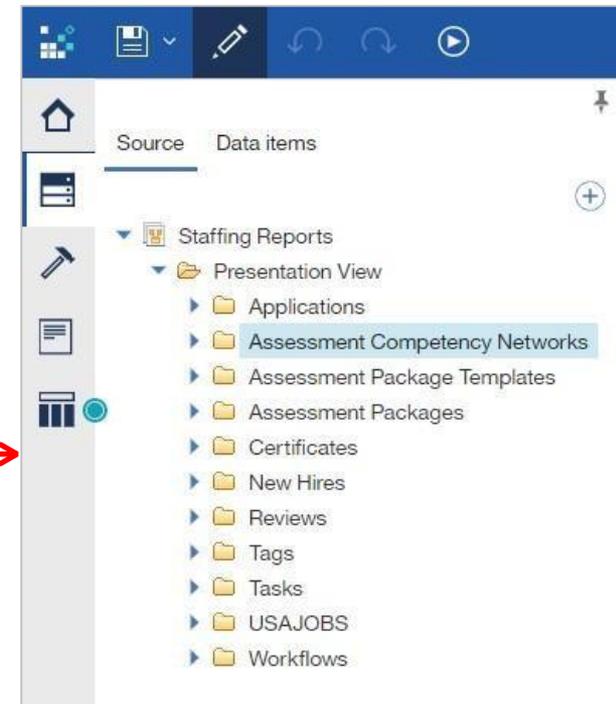
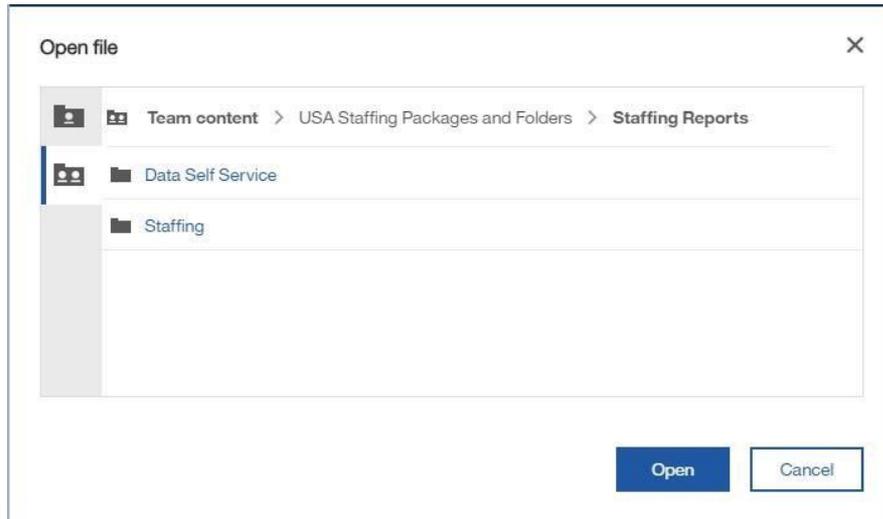
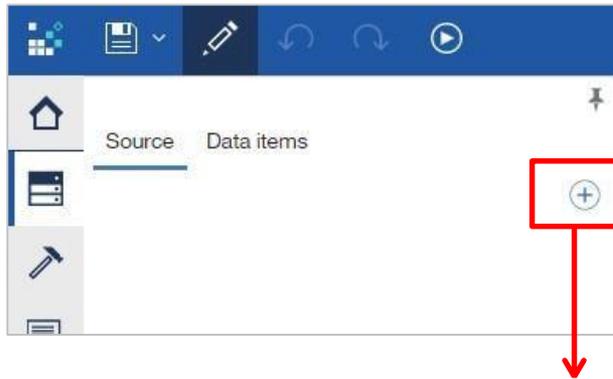
# Create a New Report



# Create a New Report

## 3 Add a Data Source

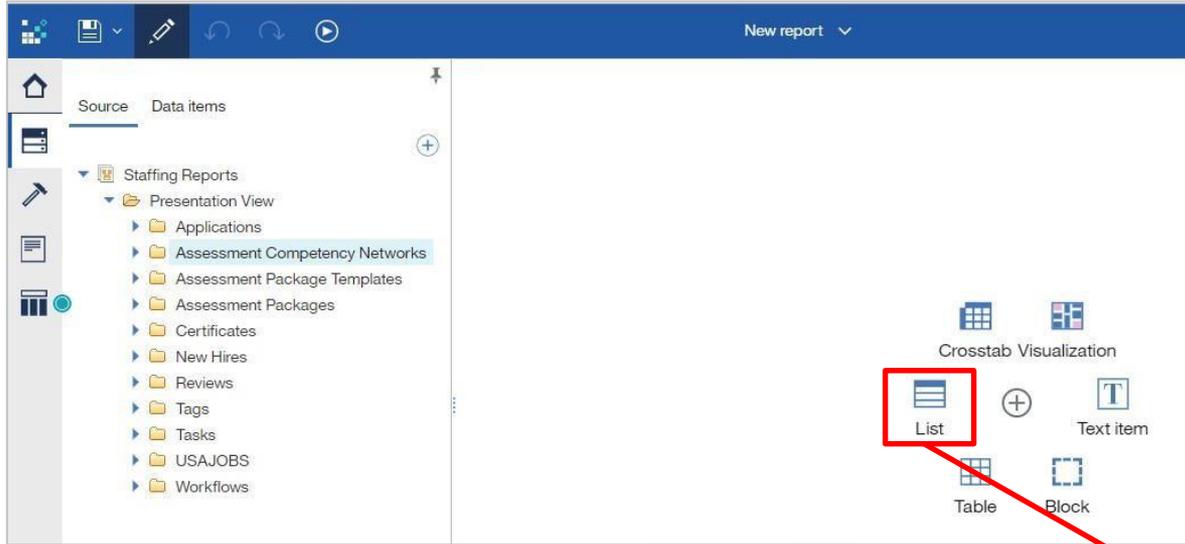
Add a data source by navigating to the desired package



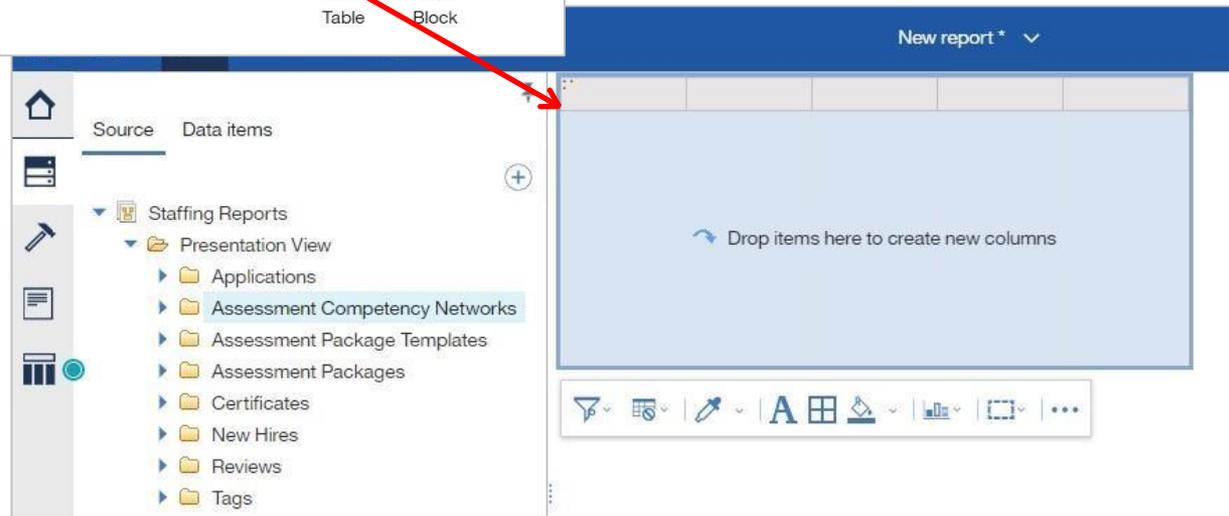
# Create a New Report



# Create a New Report



**4. Select a Report Object**  
Select a list, crosstab, visualization, text item, table, or block object to display query results



# Navigating the Report Module

## Data

Select query items from the data package

## Page Views

View the Page Design, Page Preview, or Page Structure

## Show Properties

Display properties for the selected object

| Vacancy Number   | Application Number   | Applicant Last Name   | Applicant First Name   | Applicant Middle Name   | Applicant Email   | Application Record Status Code   |
|------------------|----------------------|-----------------------|------------------------|-------------------------|-------------------|----------------------------------|
| <Vacancy Number> | <Application Number> | <Applicant Last Name> | <Applicant First Name> | <Applicant Middle Name> | <Applicant Email> | <Application Record Status Code> |
| <Vacancy Number> | <Application Number> | <Applicant Last Name> | <Applicant First Name> | <Applicant Middle Name> | <Applicant Email> | <Application Record Status Code> |
| <Vacancy Number> | <Application Number> | <Applicant Last Name> | <Applicant First Name> | <Applicant Middle Name> | <Applicant Email> | <Application Record Status Code> |

## Toolbox

Select report elements that can be utilized in the report (text, charts, calculations, etc)

## Toolbar

On-demand and customized toolbar that appears when an object is selected

## Page

Navigate to Report and Prompt Pages

## Queries

Navigate to Queries and associated report



# Create a New Dashboard

objects



# Create a New Dashboard



# Create a New Dashboard

## 1. Create a new dashboard

Create a new Dashboard directly from the Welcome Page

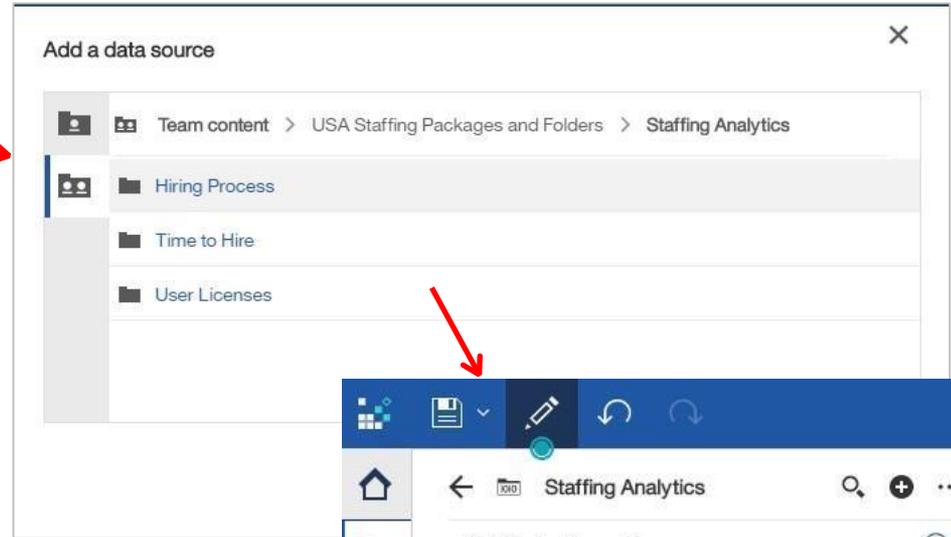


## 2. Select a Template

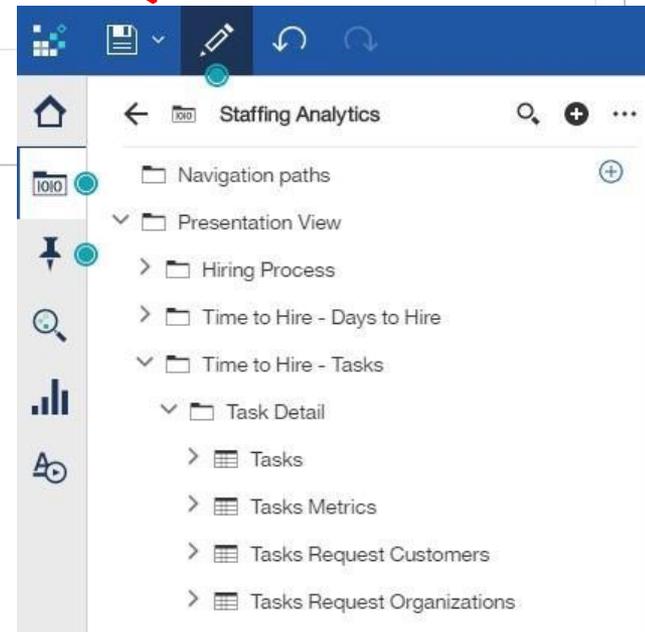
Select a template of your choice. Freeform templates grant users control in organizing visuals; in other layouts, visuals adjust to the size of the template boundaries



# Create a New Dashboard



**3. Add a Data Source**  
Add a data source by navigating to the desired package



# Create a New Dashboard

## 4. Add a Cognos-created visualization

Drag data items onto the dashboard. Cognos will read the datatype and create a visualization to match it



# Create a New Dashboard

The screenshot shows a dashboard configuration interface. On the left, there is a list of metrics under the heading 'Tasks Metrics'. The metrics listed are:

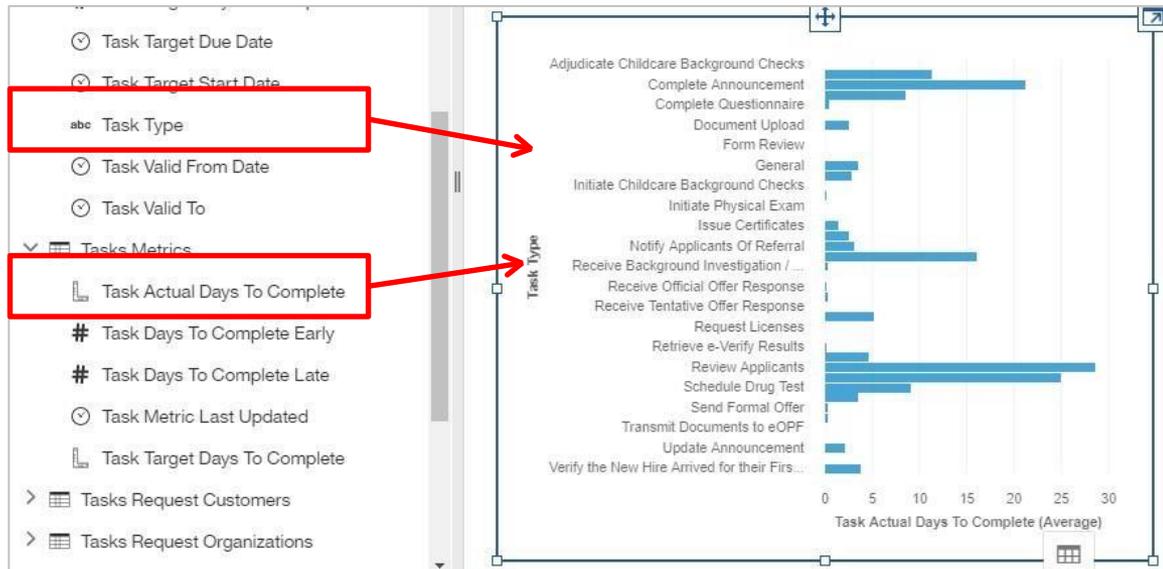
- Task Type
- Task Valid From Date
- Task Valid To
- Task Actual Days To Complete (highlighted with a red box)
- Task Days To Complete Early
- Task Days To Complete Late

On the right, a preview of a dashboard card is shown. The card displays the value '5.18' in large blue text, with the label 'Task Actual Days To Complete' below it. A red arrow points from the highlighted metric in the list to the card in the preview.



# Create a New Dashboard

Drag another related data item on top of the visualization and Coanos will create a new visualization that is optimized based on the new datatype



## 5. Add a custom visualization

Select a Visualization and drag over data items to populate it



# Create a New Dashboard

The screenshot illustrates the steps to create a new dashboard in Power BI. It shows the 'Visualizations' pane on the left, the 'Tasks' data source in the main view, and the visualization configuration pane on the right. Red boxes and arrows highlight the selection of the bar chart visualization, the 'Task Type' field, and the 'Task Actual Days To Complete' and 'Task Target Days To Complete' metrics.

| Task Type   | Task Actual Days To Complete | Task Target Days To Complete |
|---|------------------------------|------------------------------|
| Apply Childcare Background Checks                       | 11                           | 11                           |
| Complete Announcement                                   | 21                           | 21                           |
| Complete Questionnaire                                  | 8                            | 8                            |
| Document Upload   | 36                           | 36                           |
| Form Review   | 19                           | 19                           |
| General   | 10                           | 10                           |
| Initiate Childcare Background Checks                    | 10                           | 10                           |
| Initiate Physical Exam                                  | 3                            | 3                            |
| Issue Certificates                                      | 15                           | 15                           |
| Notify Applicants Off/Infinal                           | 16                           | 16                           |
| Receive Background Investigation/Security Clearance     | 7                            | 7                            |
| Receive Official Offer Response                         | 5                            | 5                            |
| Receive Tentative Offer Response                        | 5                            | 5                            |
| Request Licenses  | 4                            | 4                            |
| Retrieve-Verify Results                                 | 4                            | 4                            |
| Review Applicants                                       | 28                           | 28                           |
| Schedule Drug Test                                      | 25                           | 25                           |
| Schedule Drug Test                                      | 8                            | 8                            |
| Send Formal Offer                                       | 2                            | 2                            |
| Transmit Documents to eOPF                              | 2                            | 2                            |
| Update Announcement                                     | 13                           | 13                           |
| Verify the New Hire Arrived for their First Day of Duty | 3                            | 3                            |



# Create a New Dashboard

## 6. Filter results

Drag data items into the filter pane to dynamically filter dashboard results

The screenshot displays the 'Staffing Analytics' dashboard. On the left, a filter pane lists various data items. The 'Task Type' item is highlighted with a red box. A red arrow points from this box to a modal window titled 'Task Type'. The modal contains a search bar and a list of task types with checkboxes. The 'Establish Projected EOD Date' option is selected. At the bottom of the modal are 'Clear all', 'Invert', 'OK', and 'Cancel' buttons. The background dashboard shows a bar chart with a y-axis labeled 'Task Type' and an x-axis labeled 'Values' ranging from 0 to 40. The chart shows bars for 'Verify the New Hire Arrived for their First Day of ...' and 'Update Announcement'.



# Create a New Dashboard





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*by government, for government*

# Navigating the Dashboard Module

## Sources

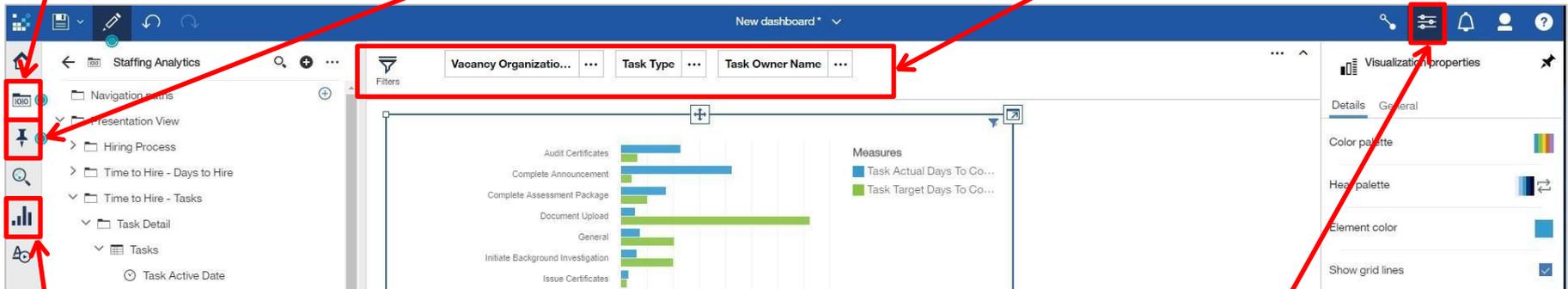
Navigate to a package or new data source for data items

## Pins

Tag visualizations for future use

## Filters

Add filters to apply to the dashboard



## Visualizations

Select from multiple charts, graphics, and other visuals to display data

## Properties

Set properties for the dashboard and individual visualizations



# Navigating the Dashboard Module



## Modify Items

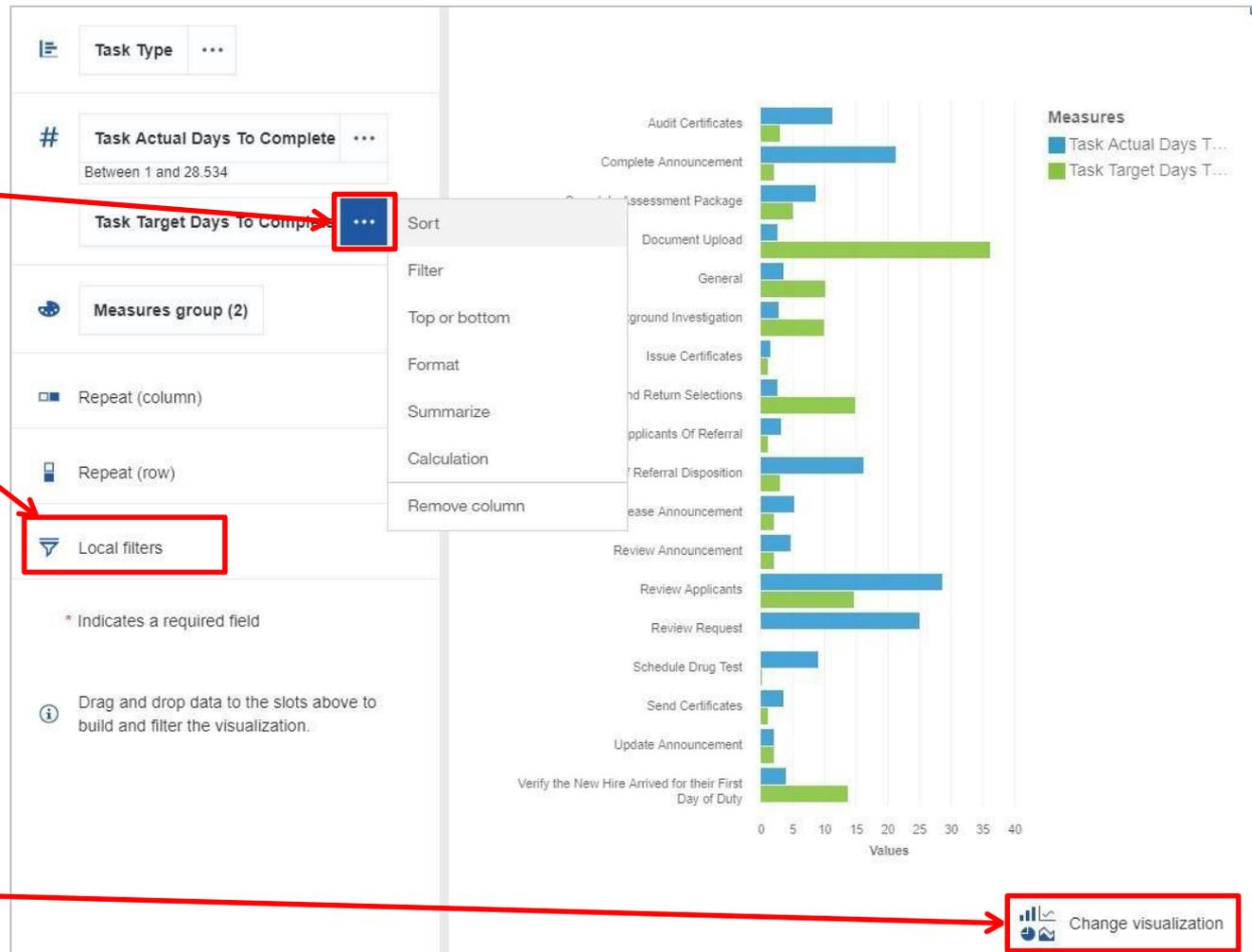
Sort, filter, format, summarize individual visualization items

## Local Filters

Add filters that apply only to the visualization

## Change Visualization

Switch to a different visualization



# MD-715 Reporting Capabilities



# MD-715 A7 Report (Legacy)

- Summary data formatted to complete the A7 table
- Based on Application Processed Date (the date the individual submitted the application)



Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

| Employment Tenure             | TOTAL WORKFORCE |      |                           | RACE/ETHNICITY     |        |                         |        |   |        |                                  |        |                   |        |       |        |       |        |       |
|-------------------------------|-----------------|------|---------------------------|--------------------|--------|-------------------------|--------|---|--------|----------------------------------|--------|-------------------|--------|-------|--------|-------|--------|-------|
|                               |                 |      |                           | Hispanic or Latino |        | Non- Hispanic or Latino |        |   |        |                                  |        |                   |        |       |        |       |        |       |
|                               | White           |      | Black or African American |                    |        | Asian                   |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or more races |        |       |        |       |        |       |
|                               | All             | male | female                    | male               | female | male                    | female | male                                      | female | male                             | female | male              | female | male  | female | male  | female |       |
| Job Title/Series: 0343        |                 |      |                           |                    |        |                         |        |   |        |                                  |        |                   |        |       |        |       |        |       |
| Total Received                | #               | 232  |                           |                    |        |                         |        |   |        |                                  |        |                   |        |       |        |       |        |       |
| Voluntarily Identified        | #               | 134  | 71                        | 63                 | 12     | 10                      | 17     | 10  | 31     | 39                               | 4      | 1                 | 0      | 0     | 1      | 1     | 6      | 2     |
| Voluntarily Identified        | %               | 134  | 52.99%                    | 47.01%             | 8.96%  | 7.46%                   | 12.69% | 7.46%                                     | 23.13% | 29.10%                           | 2.99%  | 0.75%             | 0.00%  | 0.00% | 0.75%  | 0.75% | 4.48%  | 1.49% |
| Qualified of those Identified | #               | 131  | 68                        | 63                 | 12     | 10                      | 16     | 10  | 29     | 39                               | 4      | 1                 | 0      | 0     | 1      | 1     | 6      | 2     |
| Qualified of those Identified | %               | 131  | 51.91%                    | 48.09%             | 9.16%  | 7.63%                   | 12.21% | 7.63%                                     | 22.14% | 29.77%                           | 3.05%  | 0.76%             | 0.00%  | 0.00% | 0.76%  | 0.76% | 4.58%  | 1.53% |
| CLF                           |                 |      |                           |                    |        |                         |        |   |        |                                  |        |                   |        |       |        |       |        |       |
| Job Title/Series: 0343        |                 |      |                           |                    |        |                         |        |   |        |                                  |        |                   |        |       |        |       |        |       |
| Total Received                | #               | 486  |                           |                    |        |                         |        |   |        |                                  |        |                   |        |       |        |       |        |       |
| Voluntarily Identified        | #               | 304  | 160                       | 144                | 24     | 17                      | 72     | 54  | 50     | 56                               | 8      | 12                | 0      | 1     | 1      | 2     | 5      | 2     |
| Voluntarily Identified        | %               | 304  | 52.63%                    | 47.37%             | 7.89%  | 5.59%                   | 23.68% | 17.76%                                    | 16.45% | 18.42%                           | 2.63%  | 3.95%             | 0.00%  | 0.33% | 0.33%  | 0.66% | 1.64%  | 0.66% |
| Qualified of those Identified | #               | 295  | 153                       | 142                | 23     | 17                      | 70     | 53  | 48     | 55                               | 6      | 12                | 0      | 1     | 1      | 2     | 5      | 2     |
| Qualified of those Identified | %               | 295  | 51.86%                    | 48.14%             | 7.80%  | 5.76%                   | 23.73% | 17.97%                                    | 16.27% | 18.64%                           | 2.03%  | 4.07%             | 0.00%  | 0.34% | 0.34%  | 0.68% | 1.69%  | 0.68% |
| CLF                           |                 |      |                           |                    |        |                         |        |   |        |                                  |        |                   |        |       |        |       |        |       |

USA Staffing Legacy: Team Content – Applicant Flow Data (AFD) – Applicant Flow Data (AFD) – MD-715 A7



# MD-715 Detail Report (Legacy)

## MD-715 Detail Report with Grade (Legacy)



USA Staffing® MD-715 Detail Report

| Organization Name | Office Name | Customer Name | Vacancy ID | Close Date | Date Entered Status | Date Generated | Pay Plan | Series | Position Title | Open to Public? | Open M/P? | Internal M/P? | Total Applications by VacancyID | Total Qualified by VacancyID | Qualified? | Referred? | Selected? | Applicant Flow Unique ID                 | RNO Category              |
|-------------------|-------------|---------------|------------|------------|---------------------|----------------|----------|--------|----------------|-----------------|-----------|---------------|---------------------------------|------------------------------|------------|-----------|-----------|--|---------------------------|
|                   |             |               |            |            |                     |                |          |        |                | Y               | Y         | N             | 148                             | 140                          | Y          | N         | N         | DCDDEB4D10E1EECC2AEBD184792190AFC45E170A | White                     |
|                   |             |               |            |            |                     |                |          |        |                | Y               | Y         | N             | 148                             | 140                          | Y          | Y         | N         | 009C20841450D5D3AD34EC45D0F2ED7AD069B233 | White                     |
|                   |             |               |            |            |                     |                |          |        |                | Y               | Y         | N             | 148                             | 140                          | Y          | Y         | N         | E92F33E5B90E5F49CA2BD61CD86985DEE15B40B6 | White                     |
|                   |             |               |            |            |                     |                |          |        |                |                 |           |               | 140                             | 140                          | Y          | N         | N         | B0B14A24ECBD75A90241AEC32ABB7237D6990EB  | White                     |
|                   |             |               |            |            |                     |                |          |        |                |                 |           |               | 140                             | 140                          | Y          | N         | N         | B7D3319C7A49BD1AD1011ED0568DFA0B70D7F14C | White                     |
|                   |             |               |            |            |                     |                |          |        |                |                 |           |               | 140                             | 140                          | Y          | N         | N         | 5F61A7D88009467DE9BEB1A5632B40553E8F20C8 | Black or African American |

| RNO Category | Disability Codes          | Disability? | Targeted Disability? | 01-Deaf or Serious Difficulty Hearing? | 02-Blind or Serious Difficulty Seeing? | 03-Missing Extremities? | 04-Total Paralysis? | 07-Significant Psychiatric Disability? | 08-Intellectual Disability? | 11-Dwarfism? | 12-Epilepsy or Other Seizure Disorders? |
|--------------|---------------------------|-------------|----------------------|--|--|-------------------------|---------------------|--|-----------------------------|--------------|---|
| 3FC3926C9    | Asian                     | 0           | 0                    | 0                                      | 0                                      | 0                       | 0                   | 0                                      | 0                           | 0            | 0                                       |
| 96FD79ADE    | White                     | 13 27       | 1                    | 0                                      | 0                                      | 0                       | 0                   | 0                                      | 0                           | 0            | 0                                       |
| 1C959076     | Hispanic or Latino        |             | 0                    | 0                                      | 0                                      | 0                       | 0                   | 0                                      | 0                           | 0            | 0                                       |
| 31D326E01    | Black or African American |             | 0                    | 0                                      | 0                                      | 0                       | 0                   | 0                                      | 0                           | 0            | 0                                       |
| 6770318B     | White                     |             | 0                    | 0                                      | 0                                      | 0                       | 0                   | 0                                      | 0                           | 0            | 0                                       |
| 7021189541   | White                     |             | 0                    | 0                                      | 0                                      | 0                       | 0                   | 0                                      | 0                           | 0            | 0                                       |

- Application level detailed data for A7, A9, B7, and B9
- Based on Vacancy Close Date or Date Entered Status (Last Certificate Audit Date)
- Removes duplication from multiple Vacancy loads
- Separate report with Grade to minimize unnecessary duplication to run these

**Anticipated mid-January 2018**

Contact Caleb Judy (caleb.judy@opm.gov) if you would like



*reports in Cognos prior to January*



# Interim MD-715 A7 Report (Upgrade)

- Summary data structured to complete the A7 table
- Based on Application Processed Date (the date the individual submitted the application) or Vacancy Close Date

USA Staffing® Interim MD-7

Series: 0201

| Sex    | RNO Category                     | Total Applications | Qualified Applications | Referred Applications | Selected Applications |
|--------|----------------------------------|--------------------|------------------------|-----------------------|-----------------------|
| Female | American Indian or Alaska Native | 1                  | 1                      | 1                     | 0                     |
|        | Two or More Races                | 3                  | 3                      | 0                     | 0                     |
|        | American Indian or Alaska Native | 6                  | 6                      | 4                     | 2                     |
| Male   | Asian                            | 5                  | 5                      | 4                     | 1                     |
|        | Black or African American        | 3                  | 3                      | 3                     | 0                     |
|        | Hispanic or Latino               | 11                 | 11                     | 8                     | 4                     |
|        | Two or More Races                | 8                  | 8                      | 2                     | 0                     |
|        | White                            | 7                  | 6                      | 5                     | 1                     |
| NP     | Omitted                          | 303                | 252                    | 178                   | 92                    |



## USA Staffing Upgrade: Team Content – USA Staffing Packages and Folders – Applicant Flow Data – Interim Upgrade AFD – Interim MD-715 A7 Report

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# Disability Reporting (B Tables)

- The MD-715 Detail Report (Legacy) breaks out the Disability field into individual columns for Targeted Disabilities required for the B tables
- An updated crosswalk between Demographic Information on Applicants (AFD), MD-715, and SF 256 codes for Targeted Disabilities is provided on this slide
- The full crosswalk for all disability responses can be found on the USA Staffing Resource Center:  
<https://help.usastaffing.gov/US>

| Applicant Flow Data Disability Codes (Applicants)<br><a href="https://www.eeoc.gov/federal/upload/Applicant_Tracking_Form_2-19-2014-2.pdf">https://www.eeoc.gov/federal/upload/Applicant_Tracking_Form_2-19-2014-2.pdf</a> |   | MD-715 B7 Disability Reporting Requirements | SF 256 Disability Codes (Hires)<br><a href="https://www.opm.gov/forms/pdf_fill/sf256.pdf">https://www.opm.gov/forms/pdf_fill/sf256.pdf</a> |  |  |
|--|---|---|--|--|--|
| USAJOBS AFD Col  | Demographic Information on Applicants (OMB No. 3046-0046)   | MD-715 B7 Targeted Disability Descriptions  | SF 256 Code  | SF 256 Description   | SF 256 Category                                  |
| 01   | Deaf or serious difficulty hearing  | Deaf or Serious Difficulty Hearing          | 19   | Deaf or serious difficulty hearing, benefiting from, for example, American Sign Language, CART, hearing aids, a cochlear implant and/or other supports | Targeted Disability or Serious Health Conditions |
| 02   | Blind or serious difficulty seeing even when wearing glasses  | Blind or Serious Difficulty Seeing          | 20   | Blind or serious difficulty seeing even when wearing glasses   | Targeted Disability or Serious Health Conditions |
| 03   | Missing an arm, leg, hand, or foot  | Missing Extremities                         | 31   | Missing extremities (arm, leg, hand and/or foot)   | Targeted Disability or Serious Health Conditions |
| 04   | Paralysis: Partial or complete paralysis (any cause)  | Total Paralysis                             | 60   | Partial or complete paralysis (any cause)  | Targeted Disability or Serious Health Conditions |
| 07   | Significant Psychiatric Disorder: for example, bipolar disorder, schizophrenia, PTSD, or major depression | Significant Psychiatric Disability          | 91   | Significant Psychiatric Disorder, for example, bipolar disorder, schizophrenia, PTSD, or major depression  | Targeted Disability or Serious Health Conditions |
| 08   | Intellectual Disability (formerly described as mental retardation)  | Intellectual Disability                     | 90   | Intellectual disability  | Targeted Disability or Serious Health Conditions |
| 11   | Dwarfism  | Dwarfism                                    | 92   | Dwarfism   | Targeted Disability or Serious Health Conditions |
| 12   | Epilepsy or other seizure disorder  | Epilepsy or Other Seizure Disorders         | 82   | Epilepsy or other seizure disorders  | Targeted Disability or Serious Health Conditions |
| Blank  | Records where a disability is not claimed   | Not Identified                              | 01   | I do not wish to identify my disability or serious health condition  | Other Options                                    |
| N/A  | Currently not available in USA Staffing   | No Disability                               | 05   | I do not have a disability or serious health condition   | Other Options                                    |



# Internal Positions Reporting (A9, A11, B9, B11)

- Internal Competitive Positions are identified by Vacancies where the column "Internal M/P" is marked "Y"
- Some External applicants may inadvertently apply to Internalonly positions, potentially inflating the total applications for each vacancy
- Some Internal Competitive Positions may not be advertised on USAJOBS and processed through USA Staffing  
(AFD would not be generated)

**Internal Competitive Positions**

| Pay Plan | Series | Grade | Grade Potential | Position Title     | Open to Public? | Open M/P? | Internal M/P? | Total Applications by VacancyID | Total Qualified by VacancyID | Qualified? | Referred? | Selected? |
|----------|--------|-------|-----------------|--------------------|-----------------|-----------|---------------|---------------------------------|------------------------------|------------|-----------|-----------|
| GS       | 0301   | 13    |                 | Program Specialist | N               | N         | Y             | 34                              | 8                            | N          | N         | N         |
| GS       | 0301   | 13    |                 | Program Specialist | N               | N         | Y             | 34                              | 8                            | N          | N         | N         |
| GS       | 0301   | 13    |                 | Program Specialist | N               | N         | Y             | 34                              | 8                            | Y          | Y         | N         |
| GS       | 0301   | 13    |                 | Program Specialist | N               | N         | Y             | 34                              | 8                            | N          | N         | N         |



# Senior-Level Positions Reporting (A11, B11)

- Senior-Level positions (GS 13, 14, or 15 and SES) are identified through a combination of Pay Plan and Grade
- Some agencies have unique Pay Plans devoted to Senior-Level positions
- Some non-GS pay plans have different Grade equivalents (e.g. FP, Grade 2 is equivalent to GS Grade 14) • Some agencies process SES positions in unique Offices
- Some SES positions may not be advertised on USAJOBS and processed through USA Staffing (AFD would not be generated)

**Senior Level Positions**



| Pay Plan | Series | Grade | Grade Potential | Position Title  | Open to Public? | Open M/P? | Internal M/P? | Total Applications by VacancyID | Total Qualified by VacancyID | Qualified? | Referred? | Selected? |
|----------|--------|-------|-----------------|-----------------|-----------------|-----------|---------------|---------------------------------|------------------------------|------------|-----------|-----------|
| NX       | 0301   | 01    | 01              | Region Director | Y               | Y         | N             | 50                              | 39                           | Y          | Y         | N         |
| NX       | 0301   | 01    | 01              | Region Director | Y               | Y         | N             | 50                              | 39                           | Y          | N         | N         |
| NX       | 0301   | 01    | 01              | Region Director | Y               | Y         | N             | 50                              | 39                           | Y          | N         | N         |



# Other AFD Reports

## Applicant Flow Data Summary Report (Legacy)

- Due to changes in functionality in the new version of Cognos, we modified the Applicant Flow Data Summary Report in Legacy
- The report is now split into two different reports:
- Demographic Questions Response Rate by Hiring

USA Staffing® Demographic Questions Res

### Demographic Questions Response Rate by Hiring Milestone

Organization(s):

#### Demographic Questions Response Rate by Hiring Milestone

|   | Applied Count | % of Applied | Qualified Count | % of Qualified | Referred Count | % of Referred | Selected Count | % of Selected |
|---|---------------|--------------|-----------------|----------------|----------------|---------------|----------------|---------------|
| Total Applications                            | 437,327       |              | 294,668         |                | 128,515        |               | 4,304          |               |
| Total Applications w/Sex Disclosed            | 228,864       | 52.33%       | 155,469         | 52.76%         | 67,265         | 52.34%        | 2,076          | 48.23%        |
| Total Applications w/Ethnicity/Race Disclosed | 226,699       | 51.84%       | 154,006         | 52.26%         | 66,698         | 51.90%        | 2,057          | 47.79%        |

**\*Response rate for disability questions not yet available**  
If "/0" appears above, no data was available for that data point.



## Milestone

- Applicant Flow Data Summary Report – Interim
- We are in the process of recreating the full report in the new version of Cognos

USA Staffing® Applicant Flow Data Summary

**Applicant Flow Data Summary Report - Interim**

Applicant Flow by Sex, Ethnicity/Race, Claimed Veterans' Preference, and Disability

|                             |   | Applied Count | % of Applied | Qualified Count | % of Qualified | Referred Count | % of Referred | Selected Count | % of Selected |
|-----------------------------|---|---------------|--------------|-----------------|----------------|----------------|---------------|----------------|---------------|
| <b>Total Applications</b>   |   | 67,789        |              | 48,369          |                | 23,727         |               | 2,295          |               |
| <b>Sex</b>                  | Female                                    | 27,913        | 41.18%       | 20,301          | 41.97%         | 9,056          | 38.17%        | 984            | 42.88%        |
|                             | Male                                      | 18,937        | 27.94%       | 13,309          | 27.52%         | 6,617          | 27.89%        | 533            | 23.22%        |
|                             | Sex Omitted                               | 20,939        | 30.88%       | 14,759          | 30.51%         | 8,054          | 33.94%        | 778            | 33.90%        |
| <b>Ethnicity/Race</b>       | Hispanic or Latino                        | 8,802         | 12.98%       | 6,230           | 12.88%         | 3,168          | 13.35%        | 338            | 14.73%        |
|                             | American Indian or Alaska Native          | 502           | 0.74%        | 373             | 0.77%          | 210            | 0.89%         | 13             | 0.57%         |
|                             | Asian                                     | 2,963         | 4.37%        | 2,105           | 4.35%          | 1,045          | 4.40%         | 102            | 4.44%         |
|                             | Black or African American                 | 20,843        | 30.75%       | 14,715          | 30.42%         | 6,013          | 25.34%        | 532            | 23.18%        |
|                             | Native Hawaiian or Other Pacific Islander | 170           | 0.25%        | 132             | 0.27%          | 27             | 0.11%         | 5              | 0.22%         |
|                             | Two or More Races                         | 675           | 1.00%        | 477             | 0.99%          | 190            | 0.80%         | 10             | 0.44%         |
|                             | White                                     | 12,353        | 18.22%       | 9,214           | 19.05%         | 4,814          | 20.29%        | 502            | 21.87%        |
|                             | Ethnicity/Race Omitted                    | 21,481        | 31.69%       | 15,123          | 31.27%         | 8,260          | 34.81%        | 793            | 34.55%        |
| <b>Veterans' Preference</b> | Claimed Veterans' Preference              | 4,744         | 7.00%        | 3,315           | 6.85%          | 2,592          | 10.92%        | 191            | 8.32%         |
|                             | Did Not Claim Veterans' Preference        | 63,045        | 93.00%       | 45,054          | 93.15%         | 21,135         | 89.08%        | 2,104          | 91.68%        |
| <b>Disability</b>           | Total Disability                          | 2,432         | 3.59%        | 1,702           | 3.52%          | 838            | 3.53%         | 76             | 3.31%         |
|                             | Targeted Disability                       | 1,011         | 1.49%        | 680             | 1.41%          | 354            | 1.49%         | 28             | 1.22%         |
|                             | No Disability/Not identified              | 65,357        | 96.41%       | 46,667          | 96.48%         | 22,889         | 96.47%        | 2,219          | 96.69%        |

\*Disability percentages will not add up to 100%; targeted disability is a subset of disability  
If " /0 " appears above, no data was available for that data point.

# Open Q&A/Demo



# Contacts

Please contact us if you have questions or need assistance

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- Department of Homeland Security
- Department of Justice
- Department of Defense
- Social Security Administration
- Department of Health and Human Services
- Office of Personnel Management
- Department of Veterans Affairs
- Department of the Interior
- Small and Independent Agencies



